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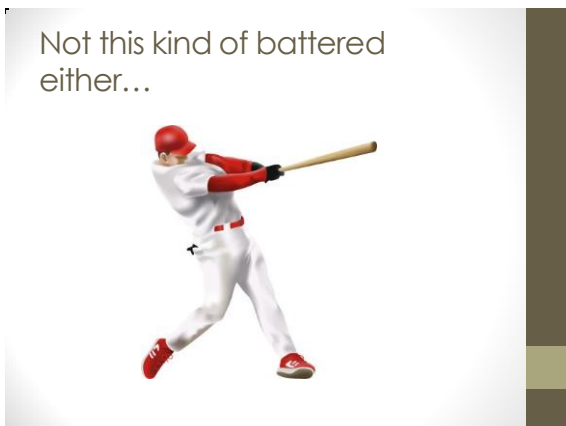
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This kind of battered...



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Evidence Based Practices

$$N = 1$$

("N" refers to population size)

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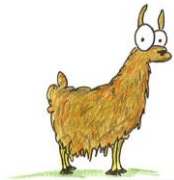
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Thoughtfulness...

What do you  
do when you  
don't know  
what to do?



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## TOP 10 Reflections From You to Yourself



November 18, 2015

Dear You,

Just thought I'd drop you a quick note and check in with you! I write this letter to from 22 years in the future.

Yes, you have received some wrinkles and the gray hairs are starting to populate your noggin, but life is good.

You're not going to believe what you've learned—some lessons have come easily; some have come the hard way.

Love ya,  
Me

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### Trust

To Be(queath)  
or not to Be(queath)

**Bequeath:** to hand down; pass on

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## Allocation of Trust

- You'll struggle with whether it should be **earned** or **granted** up front.
- Trust your intuition.
- Everybody wants and/or needs something. Figure it out.
- There is **strength** in vulnerability.
- Brene Brown—"Don't try to win over the haters; you are not a jackass whisperer."



*Daring Greatly: How the Courage to Be Vulnerable Transforms the Way We Live, Love, Parent, and Lead*

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## 2 The Purpose of Your Work

You have committed your life's work to advocating for students with disabilities, right? To what are you truly committed?




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## The Purpose of Your Work

- Historical advocacy and political involvement to advance rights for SWDs
- Great things have come but social constructs remain
- We know there is no actual polarity such as being either "disabled" or "abled".
- Kierkegaard—"Once you label me, you negate me."
- "You need an IEP?" or "Well, you are EC!"
- What, exactly, do you philosophically believe? Do your actions line up with your attitudes and beliefs?

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## Meet the Frying Pan; Say Hello to the Fire.



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## You're gonna get skewered!



- It's inevitable.
- Barbecue spit—apple in your mouth—roasted over an open flame. It won't be pleasant.
- Most of the time, it's not about YOU.
- Sometimes, it is about you.
- It might be appropriate to take it personally. It might not.
- Be a reflective in the moment, when possible. Analyze the situation to know what's really going on and why.

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## Sorry Seems to be the Hardest Word




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## Learn the power of sincere apology.

- When you're wrong, or when something under your leadership and purview went awry, own it.

- There will be situations when you need to simply look a parent, teacher or administrator in the eye (or both eyes if that's your thing) and say (and mean), I'm sorry.

- Sorry, when it comes from your soul, can go a long way for you and the wronged party.




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## Substantiate & Appreciate




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## Validation and Gratitude

- We all want and need to know, to feel, to believe—that what we do matters and that our existence has meaning and purpose.
- Take the time to validate students, teachers, staff, parents, and administrators.
- Find the time to **validate** others and to **express your gratitude** for your all that you have and all that you are.




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## Policy Schmolicy?

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## Policy vs. Common Sense

- Policy—yes, that's what we all are legally obligated to. Read it and learn it.
- But, always know that policy, when you apply it to an individual student, is never black and white. Grey is where you should live, and grey is not a bad place to be.
- "What do you do when you don't know what to do?"

“There  
is nothing  
more  
uncommon  
than common  
sense.”  
Frank Lloyd Wright

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## Flashback to the 90's

*If there's a battle  
I hope my head always defers to my  
heart  
In matters of the heart*

--Tracy Chapman  
Matters of the Heart

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\kə-ˌmyü-nə-ˈkā-shən\



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Imagine pan flute playing here.   
Don't pretend you don't know what  
I'm referencing.

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## Oh, the Power of Communication!

- Over-communicate.
- Do it and expect this from your team.
- Return calls and emails promptly
- It's amazing what kind of response you get when you simply just get back with people and let them vent—and you listen.
- You will always have some kind of follow up, but there are many situations where your quick response and ability to authentically listen and validate is what is needed by the person.




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## Lit-uh-ga-shun

Off the charts,  
my friends.

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## More about, uh, litigators...



- Some are good and in it for the right reasons and they truly want to help the situation.
- Some are NOT.
- Fight to remain connected to the parent—you will likely have a long-term relationship (if you last) and your job should be to mend relationships and keep them as strong as possible.

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## Don't hate the player. Hate the game.

- Who said that?  
That's **asinine**.
- The players make up the game.
- No players = no game.
- Players make choices that determine who the winners and losers will be.



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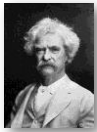
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## Remember How You Hated Politics?



"Suppose you were an idiot, and suppose you were a member of Congress; but I repeat myself."

Mark Twain

- The aversion remains.
- And, you will never be good at it.
- It will also be a reason why some people believe in you.

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## Stay in Constant Touch with Your Higher Self

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Dear Higher Self,



Hey there! How ya doing, buddy?  
Haven't seen you in a while and was hoping we could spend some quality time together soon. Call or text me. ☺

Love,  
Me/You




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## Taking the high road...

- Punctured tires
- Bad person?
- No, but maybe a criminal (misdemeanor)
- Mercy and Grace—Hello, there.



or




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## Challenges to Your Perspective



- ✓ Always keep the perspective that every decision is about your child (even if you don't have one).



- ✓ You may have parents, teachers, administrators question your motives and perspective

- ✓ Building access story



→ Purr + Spec + Tiff = Purrspectiff

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## Scenarios:

- ✓ *We Didn't Start the Fire* (Student E)
- ✓ *Hard to Say I'm Sorry* (Parent JM)
- ✓ *I Can't Go For That—No Can Do* (Student TD)
- ✓ *Let's Go Crazy* (Student HH)
- ✓ *Holding Back the Years* (Transition RH)

- Overview and then Turn and Talk




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## I'm just so tired of fighting.

- If you received a dollar for every time you will hear this from a parent, you'd be able to pay for that yearlong counseling package your therapist mentioned (and
- Believe what parents say.
- They are tired of fighting.
- You're tired of fighting many of the same things.
- Imagine—empathy.
- This will be what wears you down and pushes you, all the same.




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## Keep the pulse on your “love for the work” meter



- Love what you do—if you don't love it, leave it.
- No one deserves to experience anything but your BEST you—every single day.
- This is not work for the weak and non-committed. Don't become a toxin.
- There are enough negative forces drawing people to the dark side every day.
- Step up. Be strong. Be consistent.

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## Changing the World

- You started off thinking you could change the world.
- Get your head out of the clouds, you fool.
- They are all wrong. Dead wrong.
- If you cease believing that, you have been defeated.
- Conversation with lead psychologist

**YOU CAN  
CHANGE  
THE WORLD**

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# Thank You!

- Questions?
- Good Jokes?
- Bad Jokes?
- Comments?
- Criticisms?
- Hand signals?



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